



Fleet and Industrial Supply Center - Norfolk, Virginia

Supply Chest

February 10, 2006

Ready - Resourceful - Responsive!

Vol. 57 No. 3



To commemorate African-American History Month, several FISC Norfolk employees assembled a display in the 6th floor lobby display window in Building W-143. The display was assembled by (L to R) Wanda Daniels (Code 506), Celeste Green (Code 302), Juanita James (Code 502), Barbara Robinson (Code 432), and Joyce Williams (Code 401.6). Missing are Linda Davis, and Steve Craddock. Included in the display is a collection of books, posters, magazines, and other educational materials that help illustrate this year's theme: "Reaching out to youth - a strategy of excellence."



Supply Corps celebrates anniversary as victors of the "initial battle"



"Jack-o-the Dust" (storekeeper of a provisions store room) in his domain on board USS Scranton, 1919. Note boxes and cans of food and related items. A phonograph is on the upper shelf at left. Photograph from the USS Scranton photo album kept by J.D. Bartar, one of her crewmembers. U.S. Naval Historical Center Photograph.

Along with other famous February dates in American history, the birthday of the Navy's Supply Corps rightfully takes its place, and on February 23, 2006 celebrates the 211th anniversary of its origin. Fleet and Industrial Supply Center, Norfolk, and the many other supply activities engaged in the business of keeping our fleet and bases supplied with materials can well be proud that they have had a hand in what is known as "the initial battle" - that of supply.

The crude beginnings of Navy supply stem from an act on 23 February 1795, which created the office of Purveyor of Public Supplies, with the duty of procuring and providing provisions and stores for the newly created Navy. That act created the lineal ancestor of the present day Naval Supply Sys-

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Admiral's Quarters ... Cleanliness and professionalism

Recently, Vice Adm. John Nathman, Commander, U.S. Fleet Forces Command, released a message to senior Navy leadership emphasizing the importance of a clean and professional appearance on our installations, from piers and runways to individual workspaces.

The issue of cleanliness and professionalism relates directly to the core of maintaining pride in daily work conducted within the Navy and in our supply centers. It is also very consistent with the tenets of Lean Six Sigma. Remember the concept of the five Ss: sort, store, shine, standardize and sustain. "Shine" is all about cleaning and looking for ways to keep a work space clean. An orderly, neat appearance at Navy facilities has a direct impact on the impression provided to our customers and stakeholders.

As you arrive at work each day, focused on making a positive difference in serving our customers, take a look around and determine if a face-lift is needed. Organize your area and actively seek change for the better. Are the storage areas as clean as they could be? Are materials stored in a manner conducive to organizational and safety concerns? Are the signs accurate and relevant? Are the common areas well policed?

If you note a situation or area associated with cleanliness or professionalism that causes you to pause, chances are you are not the only one. Address the matter directly. If you can resolve it, do so. Otherwise, refer it to the appropriate leadership. You may be making a difference not only in appearance, but in the safety and efficiency of your work area.

COMFISCs is an organization that encompasses a wide variety of operations and functions in several areas and bases throughout the world. Our responsibilities include being considerate and supportive tenants and expending our best efforts in maintaining a household goods office that is attractive to customers; hazardous material sites that are safe and well marked; warehouse operations that are efficient, accessible and neat; and Logistics Support Centers that are in a continual state of readiness and responsiveness.

During my visits to the seven supply centers, I have been pleased with the appearance of our facilities and professional de-



meanor of our team. But these are areas that require continual "front of mind" awareness to ensure long-term sustainment. Let's all pitch in and maintain our solid track record for cleanliness and professionalism. A team effort is necessary and the right thing to do.

Thank you for all the hard work. Keep charging!

Supply Chest

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BRAC Corner ... What about separation incentives?

Voluntary Separation Incentive Pay (VSIP)

Unless you've already received a specific separation notice, you may be eligible for Voluntary Separation Incentive Pay (VSIP), commonly referred to as a "buyout." Buyouts are used to reduce involuntary separations by encouraging employees to voluntarily retire or resign. The buyout payment before deductions is currently \$25,000 or the amount of severance pay you would receive under the standard severance pay formula, whichever is less.

Appropriated Fund Employees

You must be a U.S. citizen serving under an appointment without time limitation and have at least 12 months of continuous DoD employment to be eligible for a buyout. Even if you meet these basic requirements, there are a number of reasons why you may be ineligible unless a waiver is granted. For example, if you're receiving a retention allow-

ance or special salary rate, or if you're occupying a position designated as "hard to fill," you're not eligible for VSIP unless a waiver is granted. There are several other ineligibility categories, so ask your HRO for more details if you're interested.

If you accept a buyout offer, you must agree to separate voluntarily by optional retirement, early retirement under the Voluntary Early Retirement Authority (VERA), or by resignation. The voluntary nature of the action eliminates any entitlement you may have to severance pay. It also means you cannot be reemployed by DoD in an appropriated fund or NAF position for 12 months after separation, and you cannot return to work for any other Federal agency (including a NAF activity or through a personal services contract) within five years unless you pay back the full buyout amount. Finally, you will not be eligible to register in the DoD PPR. Once you receive a specific

RIF separation notice, you're no longer eligible for a buyout.

NAF Employees

Your NAF employer may offer VSIP in the form of a lump sum or installment payment(s) equal to your severance pay entitlement, up to a maximum of \$25,000. When calculating VSIP for NAF employees, severance pay may not exceed the amount calculated using the civil service severance pay formula. NAF employees who accept VSIP cannot be reemployed within DoD in a NAF or appropriated fund position for 12 months after separation, and may not be employed in a NAF or appropriated fund position or through a personal services contract in any Federal agency within five years unless the VSIP amount is repaid.

Your appropriated fund or NAF HRO has more information about buyouts and can tell you if they will be offered and advise you regarding your eligibility.

CEAP Corner ... Goals for the new year

When it comes to planning the future, many people drift aimlessly from day to day, year to year, with little focus or long-term direction. Other people—a small minority—meticulously set goals and ruthlessly conform to a never-ending regimen of daily planners, color-coded to-do lists, sticky notes on the bathroom mirror, and time-management seminars.

The beginning of a new year brings for most of us the desire to look ahead and contemplate the future. We either set specific goals or we have some notion of what we'd like to do, even if we haven't written down exactly how we intend to do it.

If you fall into the category of being "goal-oriented" but not "goal-obsessed," then here are a few tips to help you accomplish more without becoming a slave to the process:

1. Choose the Right Goal (or Goals)

Setting difficult goals improves overall performance. Spend time clarifying why you want the goal, what you may have to give up in the process, and whether the tradeoff is true to your deepest values.

2. Make Your Goals Official

Write it down! Consider personally committing to one or more people whom you trust.

3. Create a Plan

It should be specific, measurable, action oriented, realistic, and be time-based.

4. Keep to the Plan...

Once you have a plan, the biggest challenge is to stick with it. Daily planners can help. Keeping a written reminder can help you to stay on task.

5. ... But Stay Flexible

Life throws surprises at us, so any good plan should allow for contingencies. You may need to make periodic adjustments. That's why it's important to periodically review each goal to make sure it's still something you really want.

For assistance on this or any variety of topics, please don't hesitate to contact your CEAP office at 757-443-1049 or by email at CEAP.FISCN@navy.mil.



Kasandra Hayes



Presidents' Day



Navy Log offered free to sea service members, vets

Now through the end of July 2006, all members and veterans of the Sea Services – active duty and reservists – are able to enroll in the U.S. Navy Memorial's Navy Log without charge and without any obligation.

The U.S. Navy Memorial, located on Pennsylvania Avenue, in Washington, D.C., is a national memorial that honors those who served, and are serving, in America's Sea Services – Navy, Marine Corps, Coast Guard and Merchant Marine, but the heart of the U.S. Navy Memorial is the Navy Log.

"The Navy Log is the heart and soul of the Navy Memorial because it represents people not hardware," said Retired Master Chief Navy Counselor (SW) David Michael, the director of the Navy Log. "They're the backbone of the Navy. The Navy is people, not ships and aircraft."

The Navy Log is the permanent public registry where Sea Service members and veterans can record their service information – name, duty stations, awards, photos and memories. Family members and friends can record service information for veterans who are deceased or those who are unable to record their own information.

The Navy Log may be viewed at the U.S. Navy Memorial, or via the Internet at www.lonesailor.org. The goal of the Memorial is to record the service history of all eligible uniformed individuals and veterans.

"The real reason to enroll in the Navy Log is to show Navy pride and to record your service for history," said Michael.

To enroll your information or to enroll family members simply enter the appropriate information at www.lonesailor.org. If you have any questions, please contact the Navy Log Department of the U.S. Navy Memorial, at 1-800-NAVY LOG (1-800-628-9564).



EEO Training Sub-Committee seeks input for future lunch & learn topics

The EEO Training Sub-Committee is seeking your assistance for topics of interest for lunch and learns. Please contact the following committee members with your suggestion(s):

Barbara Robinson - Training Sub-Committee Chairperson -

barbara.c.robinson@navy.mil

Wanda Daniels - wanda.daniels@navy.mil

Linda Davis - linda.r.davis@navy.mil

Cellestine Green - cellestine.green@navy.mil

Juanita James - juanita.james@navy.mil or

Joyce Williams - joyce.williams@navy.mil

Fleet & Industrial Supply Center
Norfolk

Lunch & Learn

Black History Month Lecture

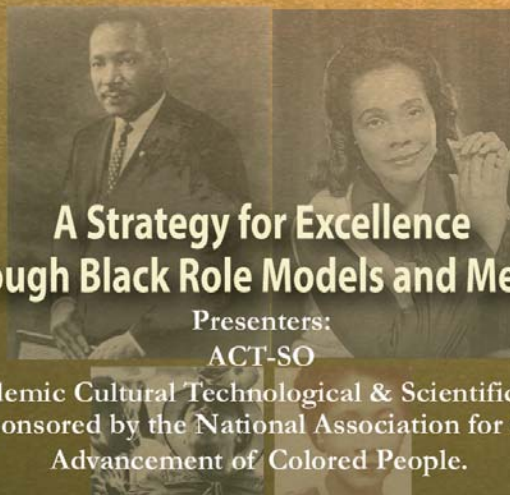
11:30 am - 12:30 February 15, 2006
Jack Room

"Reaching Out to Youth: A Strategy for Excellence"

**A Strategy for Excellence
Through Black Role Models and Mentors**

Presenters:
ACT-SO

Afro-Academic Cultural Technological & Scientific Olympics
Sponsored by the National Association for the
Advancement of Colored People.



From the Fleet ... Develop a degree roadmap - set yourself up for success

By **FLTCM(AW/SW) Jon R. Thompson**

The Navy is more serious about education today than ever before. Beginning with the 2010 Senior Chief Selection board, Sailors will need a rating-related Associate's Degree to move beyond the rank of Chief Petty Officer. NAVADMIN 203/05 lists the requirements. It is extremely important that each of you become familiar with this NAVADMIN and that you develop a roadmap to attain your degrees on time. The NAVADMIN also includes some grandfather clauses for those Sailors who already have a degree, or are enrolled in a college or university and have started a plan.

Your first step in planning for a degree should be to visit a Navy College office. The Navy College Program (NCP) provides sailors with opportunities to earn college degrees by reviewing academic credit for Navy training, work experience, and off-duty education. The NCP mission is to enable Sailors to obtain a college degree while on active duty.

In addition, Navy College offices offer a wide range of other services, including: Academic advice; Academic Skills; Defense Activity for Non-Traditional Education Support (DANTES); Navy College Program for Afloat College Education (NCPACE); NCP Distance Learning Partnership Schools; Sailor/Marine American Council of Education Registry Transcript (SMART); Servicemembers Opportunity Colleges Navy (SOCNAV); and Tuition Assistance (TA).

If you are new to the Navy with little or no college, I think you will be amazed how user-friendly Navy College is and how helpful they can be. If you've been in the Navy for a while, and have attended some Navy schools, you may be amazed to find how much college credit you get. Achieving an Associate's Degree might not be very difficult at all!

This brings me to an important point. While attaining a degree shouldn't be extremely difficult, conversely it shouldn't be too easy. It's important you enroll in a program with an accredited college or university. You should protect yourself from falling prey to a college degree scam. I recently saw a news report that highlighted the number of "diploma mills" that have sprung up around the country and world, facilitated mainly by the Internet. The report was disturbing, not just to me, but also to almost all who work in academics. The old adage, "If it looks too good to be true, it probably is" applies. My advice to each of you is to con-

sult Navy College and ensure the program you choose to enroll in is at a legitimate college or university.

If you choose to obtain a degree without the advice of the Navy College counselors, here are a few tips to help you protect yourself:

- Don't limit your research to classified ads or survey the Web in search of the right course or program.
- See if the online school is accredited and by whom. Check to see if the accrediting agency is officially sanctioned.
- Check with licensing boards and professional associations to see if the program delivers an acceptable level of training.
- Call or write the Better Business Bureau and the attorney general's office to make sure the school is operating legally in a state and see if anyone has filed a complaint.
- Find out if the school is connected to an established, reputable parent company.
- If you intend to transfer and online credits earned to another college or university, early on check with that institution to see if they accept those credits.
- Ask about the faculty? Who teaches the course? What degrees do they have? What is their area of expertise?
- Refer to the published guides of online correspondence and other distance delivered



FLTCM(AW/SW) Jon R. Thompson

courses.

The Navy has provided enough advance notice of the new degree requirements, however, it's up to you to motivate yourself and enroll in college now. Earning a degree will boost your confidence, improve your intelligence, make you a more rounded adult, and make you more competitive in the civilian world when you depart the Navy. See you around the campus!



Ronny Dixon (left), Administrative Support Officer, Regional Navy Mail Center Norfolk, was elected to serve as the Regional Vice President of Region III Blacks In Government (BIG). Region III consists of chapters of BIG located in Maryland, Delaware, Pennsylvania, West Virginia, and Southeastern Virginia (Hampton Roads Area). He serves as the president of the Norfolk Chapter, which consists of federal employees who work mainly at Naval Base Norfolk or the surrounding area. The National Executive Committee of BIG recently met at the Courtyard Marriott Oceanfront for their quarterly board meeting. Dixon was asked to offer welcoming greetings and remarks to the board. The Virginia Beach Convention and Visitor's Bureau are proposing a bid to hold the 2011 National Training Conference in Virginia Beach. Pictured with Dixon are Darlene Young, National President BIG, and Farrell Chiles, National Board Chairperson BIG National Board of Directors.

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tems Command, known then as the Navy Bureau of Supplies and Accounts. One year earlier, the first Naval Armament Act, March 27, 1794, provided for pursers aboard ships who, as warrant officers, were the antecedents of today's Supply Corps Officer afloat.

The first ships of the new fleet were authorized to carry a purser, although persons ashore who were concerned with problems of supply and pay were civilians.

Today's dieticians would be horrified at the week's bill of fare, which totaled 7 pounds of bread, 2 pounds of beef, 3 pounds of pork, 1 pound of salt fish, 1 pint of rice, 1 ½ pints of peas or beans, 12 ounces of cheese, and 2 pounds of potatoes or turnips. Six ounces of molasses or 1 gill of oil could be substituted for four ounces of butter and further lubrication was provided by the daily issue of one-half pint of distilled spirits or 1 quart of beer.

During the next few hectic decades of our national existence, numerous changes and increases were necessary in the Navy, and in 1812 the status of pursers was changed from warrant officers to commissioned officers, appointed by the President by and with the advice and consent of the Senate. By a General Order of 1847, legalized by an act of Congress in 1854, pursers with more than 12 years service were to rank with commanders, less than 12 years with lieutenants, and to take rank with surgeons according to the length of commission.

"Pursers in the Navy of the United States will hereafter be styled paymasters," according to the act of June 1860, though why the time-honored title was changed for one indicative of only part of their duties is difficult to imagine. They were called upon frequently to deal for supplies while ashore in foreign ports, as indicated by an early qualification for promotion which required of pursers the ability to speak French and Spanish with sufficient fluency "to do business with them."

With the evolution of the Pay Corps, later to become the Supply Corps, came a gradual concentration of pay and supply activities of the Navy Department in the Bureau, before 1887 for example, stores and supplies of the Navy Yards were in the custody of heads of departments, which obviously led to the opportunity for gross duplication of inventories. In 1887, all stores and supplies at the

Yards were transferred to a general storekeeper; now known as the Supply Officer. Shortly thereafter Congress recognized the increasing responsibilities of the Bureau of Provisions and Clothing by changing its name to the Bureau of Supplies and Accounts.

The supply system afloat likewise deserves its share of attention. In 1909, Secretary of the Navy Truman H. Newberry, directed that the next time ships put into a Navy Yard for an overhaul, all stores except those actually needed aboard at the moment should be taken ashore and spread out where all could see them. The head of each department was then required to estimate needs for the next six months, and the amount so determined was considered to be his allowance. That this visual inventory method proved effective is evidenced by a statement of a venerable officer of the Supply Corps to the effect that he saw several ships go through this routine, including his own, and not one of them took back more than 25 percent of what it had aboard.

A general store keeping system afloat was established in October 1910, under an order which stated, "On and after October 1, 1910, the Pay Officer, hereinafter referred to as the ship's general storekeeper, will have charge of the accounts and the custody of all supplies and equipage not actually in use, except coal, ammunition, Marine Corps and medical stores. His responsibility for the articles of equipage "in use" as distinguished from "in store" will be limited to keeping the accounts and records thereof.

Thus early activities of supply of the Navy afloat and ashore have been developed through the years to the point where the Bureau of Supplies and Accounts was able, by drawing on experiences of the past, and through recruiting of able and energetic reservists familiar with business methods, to mobilize to meet the problems of global war. The results of this 204th anniversary would be beyond the wildest imagination of the Purveyor of Public Supplies of 1795, and of the purser of that era.

Just prior to Pearl Harbor there were approximately 2,200 commissioned officers in the Supply Corps, which included 1,400 reservists. Today there are more than 3,800, of which more than 1,000 are reservists. This

In Memorium

Ernest L. Peacock



Ernest "Ernie" L. Peacock of the 1400 block of Arbor Ave. passed away Jan. 31, 2006, at his residence. Ernie was born May 22, 1933, to the late Sarah and Mack Peacock in Cleveland, Ohio. He received his education in the Baltimore public school system. Ernie received his associates and bachelor's degrees in human resource management from St. Leo University. He was a master sergeant in the U.S. Army serving in the Vietnam and Korean Wars retiring after 24 years of service. Ernie was employed at the Fleet & Industrial Supply Center Norfolk until his retirement after 16 ½ years there. He leaves to cherish his memory his wife, Carmen E. Peacock; one daughter, Jacqueline C. Lucero; one son, Felix E. Medina, all of Norfolk; three brothers, Earl Peacock (Lorraine) of Pennsylvania, Mack Peacock Jr. and Nathaniel Peacock, both of Baltimore, Md.; one grandchild, Bianca L. Lucero of Norfolk; and a host of nieces, nephews, other relatives and friends. A funeral was held February 6 in the chapel of Metropolitan Funeral Service in Norfolk. Interment was at Forest Lawn Cemetery, Norfolk. Condolences may be offered to the family at www.metropolitanfuneralservice.com.

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not only indicates the tremendous growth of the Supply Corps, but also shows how important the civilians, now Reservists, have become in the very necessary duty of getting supplies to the fleet.

There are 13 major supply activities today, including seven FISCs at coastal points located in Norfolk, Virginia; San Diego, California; Jacksonville, Florida; Puget Sound, Washington; Pearl Harbor, Hawaii; Yokosuka, Japan and Sigonella, Italy. Other supply related sites include the Naval Supply Systems Command in Mechanicsburg, Pa., and the Navy Inventory Control Point Philadelphia, Pa.

In speaking of the tremendous task of supplying our Pacific Fleet, Adm. Chester W. Nimitz, USN, commander-in-chief, United States Pacific Fleet and Pacific Ocean Area in 1945 said:

"The method by which we are able to supply and maintain a great task force, thousands of miles from its base for extended periods of time, is one of our greatest secret weapons. I do not propose to disclose that secret to the Japanese, who would very much like to know it, but this much I can say: "It could not be accomplished without the loyal and tireless efforts of thousands of officers, enlisted men, and civilian employees of the Navy whose job it is to sup-



Mess Management Specialist 2nd Class Kenneth Mayberry of Detroit, Mich., prepares butterfly fried shrimp in the galley aboard the guided missile cruiser USS Anzio (CG 68).

ply the Fleet."

The secret weapon referred to by Adm. Nimitz involves far more than the efficient and uninterrupted flow of supplies to advanced bases. It includes mobility and unprecedented speed in replenishing ships that embraces a floating supply service - the stores, repair, and fuel ships - ships of the

line - that operate with combatant forces. This mobile, floating supply service has fooled and frustrated the enemy, for it has given our fighting fleet virtually an unlimited operating radius. It has enabled the United States Navy to apply its overwhelming power at the end of the longest supply line in the history of warfare.



Members of the Ocean Terminal Department and FISC Norfolk Commanding Officer Capt. Tim Ross cut a ribbon at a ceremony celebrating the reopening of the Pier 8 lunch room. Cutting the ribbon are from (left to right) Bobby Scarboro, Leroy Twine, George Brackett, Capt. Ross, Aubrey Toxey, Barbara Wilkins, Rufus Strothers, and Cris Toledo.



SK2 (SW) Osmel Barcenas (center), RSO Norfolk, recently reenlisted for 4 years at RSO Norfolk. The oath of enlistment was administered by Lt. David Noriega also of RSO Norfolk. Also on hand for his reenlistment were his wife Lourdes, and son Alan.

Bravo Zulu



Lt. Cmdr. Shelia Pearson pins new collar devices on the uniform of her husband, Cmdr. Kerry Pearson during his recent promotion ceremony.



FISC Norfolk Code 200 Director Capt. Asa Page congratulates Fannie Richardson after presenting her with a 25-year length of service award.



FISC Norfolk Code 200 Director Capt. Asa Page congratulates Marlene Chambley after presenting her with a 25-year length of service award.



FISC Norfolk Code 200 Director Capt. Asa Page congratulates Alma Peterson after presenting her with a 30-year length of service award.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates PC1(SW) Kenneth Smith at his retirement ceremony at Regional Navy Mail Center Norfolk. Smith retired after 20 years of service.

Bravo Zulu for MSD 27 FEP support

I would like to extend my sincere appreciation for the outstanding support provided by your organizations during the recent final evaluation problem (FEP) for MSD 27. Your contributions to our success are noteworthy and greatly appreciated. FISC Norfolk and Nas Oceana: Craney Island Fuel Depot (CIFD) and NALF Fentress continue to provide exceptional support and Logistical coordination. Special thanks to Mr. Bill Campbell (CIFD), Mr. Ernie Baker (CIFD), ABHCS Hopkins (NALF Fentress), and CSCS Lantham (NALF Fentress). Physical environment at these facilities complements real-world scenarios necessary for successful execution of the FEP and evaluation of the detachment. Your collective efforts are indicative of outstanding professionalism and service support. We are sending forward the most combat capable forces to support COCOM FP missions thanks to your continued teamwork and support.

Commodore Barrington sends.



Bravo Zulu